

## **EXHIBIT 3**

### **Managerial Biographies**

**Steven E. Bernstein, Chairman and Chief Executive Officer**

Steven Bernstein, founder of SBA, Inc., has been Chairman and Chief Executive Officer of SBA, Inc. (the "company") since its inception in 1989. From 1986 to 1989, Mr. Bernstein was employed by McCaw Cellular Communications ("McCaw"). While at McCaw, Mr. Bernstein was responsible for the development of the initial Pittsburgh cellular system and the start up of the Pittsburgh sales network. Mr. Bernstein is a graduate of the University of Florida, where he majored in Real Estate and earned a Bachelor of Science degree in Business Administration. He earned the Personal Communications Industry Association's (PCIA) 1996 Entrepreneur of the Year Award and was a 1995 and 1996 Florida Entrepreneur of the Year Finalist.

**Jeffrey A. Stoops, President**

Jeffrey Stoops, President and Director, joined SBA, Inc. in March 1997, initially as Senior Vice President responsible for finance, capital market activities, mergers and acquisitions and legal matters of SBA, Inc. In December 1998, Mr. Stoops was appointed Chief Financial Officer and in April 2000 he was appointed President. As President, Mr. Stoops is responsible for all day to day operations of SBA, Inc. and its subsidiaries. Prior to joining SBA, Inc., Mr. Stoops was partner with Gunster, Yoakley, Valdes-Fauli & Stewart, a Florida based law firm, where he practiced for thirteen (13) years in the corporate, securities and mergers and acquisitions areas. Mr. Stoops is a member of the Florida Bar.

**Ronald G. Bizick, II, Chief Operating Officer**

Ronald Bizick, Chief Operating Officer—United States Development, joined SBA, Inc. in February 1990 shortly after its inception and has been an executive officer since 1993. Mr. Bizick is responsible for all of our development activities in the entire United States. He has held a variety of key executive positions at SBA, Inc. Most recently, Mr. Bizick was responsible for all company operations, sales, marketing and strategic asset development in the eastern United States. Prior to joining SBA, Mr. Bizick was employed by a private land planning and development firm specializing in commercial and residential wetland, subdivision and zoning approvals. Mr. Bizick holds a Bachelor of Arts degree in Business and Communications from the University of Pittsburgh.

**Michael N. Simkin, Executive Vice President - International**

Michael Simkin, Executive Vice President- International, joined SBA, Inc. in April 1998 and has been an executive officer of SBA, Inc. since beginning his employment. Mr. Simkin is responsible for heading up the company's international efforts. Most recently, Mr. Simkin was responsible for all company operations, sales, marketing and strategic asset development in the western United States. Mr. Simkin has fifteen years of wireless industry experience. From July 1997 to February 1998, he was Chief Executive Officer of Centennial Communications Corporation, an international specialized mobile radio service provider based in Denver. From April 1995 to April 1997, Mr. Simkin was Vice President and General Manager of PrimeCo Personal Communications for the South Florida Region. Prior to his service with PrimeCo, Mr. Simkin held various management positions with Airtouch Communications including Executive

Director-Strategic Planning and Vice President of Airtouch Paging. Mr. Simkin earned an AB in Economics and an MBA degree from the University of California at Berkley.

**John S. Stevens, P.E., Chief Technical Officer**

John Stevens has a broad array of experience in the telecommunications industry having successfully managed programs at both large and start-up industry leaders. Mr. Stevens currently serves as Vice President for SBA, Inc. Prior to his service at SBA, Inc., Mr. Stevens served as Director of Engineering and Operations for Sprint PCS in the initial design and development of PCS markets in Albany and Syracuse, New York, Connecticut and Atlanta, Georgia. Mr. Stevens has a BS in Engineering from the University of Colorado and an MBA from the State University of New York. He is also a licensed professional engineer.

**J. Allen Tharp, Vice President Engineering & Operations**

J. Allen Tharp has twelve years of experience in the telecommunications industry. He has held the position of Network Design Manager in the Birmingham and Atlanta markets for Spring PCS. He also held the position of Area Manager of Engineering and Operations. Most recently he served as the Technology Development Director for Southern LINC, researching, testing and approving all new technology implemented in the iDEN systems. Mr. Tharp has a BS in Electrical Engineering from Auburn University.

**Paul L. Clewell, Director of Technical Services**

Paul Clewell has seven years experience in the telecommunications industry. He has held the position of Network Design Engineer and Wireless Switching Engineer in the Atlanta market for Sprint PCS. He has also served as consultant to AT&T Emerging Technologies R&D group. Most recently he served as Projects Director for Mastec Technologies. Mr. Clewell has a dual B.S. in Economics and Information Systems and is also a certified Project Manager.

**John W. Brannon, Director of Network Design**

John Brannon has extensive experience in the telecommunications industry. He has held the position of Senior Engineer in New Technology and Planning for Southern LINC, developing and researching new technology. He has also served as Network Design Engineer for Sprint PCS. Mr. Brannon's background includes experience in Engineering and Operations for Wireless Networks, as well as involvement in the design and deployment of wireless networks. Mr. Brannon has a BS in Electrical Engineering from the University of Alabama at Birmingham.

**Ronald A. Brady, Director of Network Operations**

Ronald Brady has 13 years experience in the telecommunications industry. Mr. Brady has held the position of Circuit Actions manager as a Non Commissioned Officer in the U. S. Air Force as well as various other engineering positions in the United States and abroad. Most recently he has served as a Project Manager/Engineering Lead for Southern LINC, developing, researching,

testing and approving all new technology implemented in the iDEN system. Mr. Brady has an AS in Computer Science from Jefferson State Community College and holds a current FCC GROL license.